

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET EQUALITIES COMMITTEE**

**14 JANUARY 2016**

**REPORT OF THE CORPORATE DIRECTOR RESOURCES**

**DRAFT ANNUAL REPORT 2014 / 2015 ON THE STRATEGIC EQUALITY PLAN**

**1. Purpose of report**

The purpose of this report is to provide members with an update on the work being done to develop the council's fourth annual report (2014 - 2015) on the strategic equality plan (SEP).

**2. Connection to Corporate Improvement Objectives/Other Corporate Priorities**

2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a SEP to identify the council's equality objectives and the publication of an annual report.

2.2 The strategic equality plan also supports the council's following corporate priorities:

Priority 2: Helping people to be more self-reliant and  
Priority 3: Smarter use of resources

**3. Background**

The council has published annual reports on its Strategic Equality Plan since 2011/12. The SEP annual report enables the council to:

- Monitor and review its progress against its strategic equality objectives;
- Review its objectives and processes in light of any new legislation and other new developments;
- Engage with relevant stakeholders around equality objectives, providing transparency;
- include relevant updates on equality impact assessments, procurement arrangements and training.

Specifically the report sets out:

- The steps taken to identify and collect relevant information;
- Any reasons for not collecting relevant information;
- Progress towards fulfilling each of the equality objectives;
- Specific employment information, including information on training and pay.

Progress made by the council on each of its nine equality objectives is included in the report which will be of interest to:

- Elected members
- Members of the community and community groups
- Equality and Human Rights Commission and
- Welsh Government

#### **4. Current situation / proposal**

4.1 This draft annual report (appendix 1) covers the period 1 April 2014 to 31 March 2015 and must be finalised and published by 1 April 2016.

4.2 In summary, the key points to note from the annual report are:

- The council continues to build on its good relationships with representative groups, e.g. the Muslim Community at Aberkenfig Mosque
- The council has delivered a number of employee equality and diversity training courses during the reporting period e.g. 7 Valuing Difference courses and two Equality Impact Assessment courses
- In 2014 the council retained its Louder than Words Charter and became the first council in Wales to gain the British Deaf Association's British Sign Language Charter status.

#### **5. Effect upon Policy Framework & Procedure Rules.**

5.1 As this is an information report, there are no proposed changes to the policy framework and procedure rules.

#### **6. Equality Impact Assessment**

6.1 The report provides the committee with information which will positively assist in the delivery of the authority's equality duties.

#### **7. Financial Implications.**

7.1 There are no financial implications identified as this is an information/update report.

**8. Recommendation.**

- 8.1 That the Cabinet Committee notes the progress being made and approves the Strategic Equality Plan Annual Report 2014/15.

**Sarah Kingsbury**

**Head of Human Resources and Organisational Development**

**Date: 03 December 2015**

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**Background documents:**

None